



DEPARTMENT OF WATER RESOURCES EXAMINATION ANNOUNCEMENT



The Department of Water Resources offers Equal Opportunity for all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

It is an objective of the State of California to achieve a drug-free State workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service and the special trust placed in public servants.

SENIOR LAND AND WATER USE SCIENTIST OPEN/NON-PROMOTIONAL

FINAL FILING DATE	JUNE 30, 2011
	Application forms (STD 678) must be postmarked, submitted in person, or submitted online no later than the final filing date. Applications postmarked, personally delivered, or filed online after the final filing date will not be accepted for any reason. FAXED APPLICATIONS WILL NOT BE ACCEPTED.
WHO SHOULD APPLY	This is an open/non-promotional examination. Applications will not be accepted on a promotional basis.
HOW TO APPLY	<p>Examination Applications (Form STD 678) may be mailed, submitted in person, or submitted online.</p> <p>❖ APPLY ONLINE: To access the electronic bulletin, go to (http://jobs.ca.gov/CASPB/sup/BulPreview.asp?R1=115699&R2=00103081&R3=1WR17D) Click on the Apply Online link at the bottom of the bulletin. If you are a new user, you will need to create a profile. If you have already created a profile, click on the "registered previously" button and follow the instructions to submit an application.</p> <p>MAILING ADDRESS: Department of Water Resources P.O. Box 942836 Sacramento, CA 94236-0001</p> <p>FILE IN PERSON: Department of Water Resources 1416 9th Street, Room 320 Sacramento, CA 95814</p> <p>DO NOT SEND APPLICATIONS TO THE STATE PERSONNEL BOARD OR DEPARTMENT OF WATER RESOURCES' FIELD OFFICES. Applications are available at Department of Water Resources' (DWR) offices, the DWR website: www.water.ca.gov/jobs/currentexams.cfm, local office of the Employment Development Department, the State Personnel Board (SPB), and the SPB website: www.spb.ca.gov/jobs</p>
IDENTIFICATION REQUIRED	Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Question 2 of the "Application for Examination". You will be contacted to make specific arrangements.
SALARY RANGE	\$5757 - \$6948
ELIGIBLE LIST INFORMATION	An open/non-promotional eligible list will be established for the Department of Water Resources. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.
EXAMINATION DATES	The examination will consist of a Qualifications Appraisal Interview. It is anticipated interviews will be held during August/September 2011.
REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION	<p>NOTE: All applicants must meet the minimum qualifications for this examination by the final filing date, June 30, 2011.</p> <p>Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.</p> <p>Education: Possession of a bachelor's or advanced degree from a recognized institution with a major in one of the following academic areas is required: water science, soil science, irrigation, hydrology, agronomy, natural resource science, physical geography, or a closely related scientific discipline.</p> <p style="text-align: center;">and Either I</p> <p>One year of experience in the California state service performing the duties of a Staff Land and Water Use Scientist.</p> <p style="text-align: center;">Or II</p> <p>Experience: Two years of experience in the California state service performing the duties of an Associate Land and Water Use Scientist.</p> <p style="text-align: center;">Or III</p> <p>Five years of broad, extensive, and increasingly responsible experience in soils and land classification, land and water use investigations, land use, and water recycling studies, two years of which shall have been equivalent in responsibility to an Associate Land and Water Use Scientist in the California state service, and at least two years of which must have included responsibility in the development of technical procedures and methodologies for and assisting in the implementation of complex land and water use, water conservation, and water recycling programs and projects and directing the work of staff at a level equivalent to the Associate Land and Water Use Scientist in the California state service. Possession of a master's degree in the fields identified above may be substituted for one year of the required experience; possession of a doctorate in the fields identified above may be substituted for two years of the required experience.</p>
POSITION DESCRIPTION	<p>Senior Land and Water Use Scientist supervise and direct major agricultural, urban, environmental, and other land and water use, agricultural and urban water, water recycling, Statewide Planning, and agricultural drainage; and do other related work. Incumbents supervise Land and Water Use Scientists and other closely related classifications. Incumbents performing in this capacity have the authority and responsibility in the interest of management to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, and discipline other employees, responsibly direct them, adjust their grievances, and effectively recommend such actions.</p> <p>Positions exist statewide with the Department of Water Resources.</p>
EXAMINATION INFORMATION	This examination will consist of a Qualifications Appraisal Interview – Weighted 100.00%. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained. COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

SENIOR LAND AND WATER USE SCIENTIST OPEN/NON-PROMOTIONAL		BULLETIN RELEASE DATE: MAY 31, 2011 FINAL FILING DATE: JUNE 30, 2011	
SCOPE OF EXAMINATION	Qualifications Appraisal Interview – Weighted 100.00%		
	In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:		
	<p>A. Knowledge of:</p> <ol style="list-style-type: none">1. Principles of soil and irrigation sciences related to irrigation and land and water use and efficiency.2. Methods used in mapping of agricultural, urban, and environmental land uses and classification of soils.3. California crops, crop ecology, and irrigation methods.4. The relationship between soil and other aspects of land resources on land use practices.5. Soil surveys conducted by federal and other agencies.6. Basic soil-plant-water relationships.7. Native vegetation and landscape plants.8. Soil and water quality principles.9. Land and water use efficiency.10. Water recycling and related issues.11. Evaporation, evapotranspiration (ET), ET of applied water, and consumptive use.12. Return flow relationships between applied water, consumptive use and water quality.13. Suitability of land resources for other water-using developments.14. Proficient use of computer system including software and hardware, data analysis and management, and Geographic Information Systems (GIS).15. Agricultural and urban water use efficiency program impacts and implementation strategies.16. The legislative process, long-range planning, resource management practices and techniques, and land and water resource programs, policies, and practices of the State.17. Detailed studies and investigations in the areas of land and water use and efficiency programs including local and regional water supply and demand balances.18. Advances in technology in the acquisition, implementation, and analysis of land and water use and efficiency data.19. Provisions of the water code and other laws and court decisions relating to land and water use and efficiency topics.20. Principles and techniques of personnel management, supervision, program design, strategic planning and the budget process.21. A supervisor's role in the Equal Employment Opportunity Program and the processes available to meet equal employment opportunity objectives.22. Rules and regulations in preventing and dealing with potential harassment in the work environment. <p>B. Ability to:</p> <ol style="list-style-type: none">1. Collect data and prepare reports on field observations.2. Do mapping with Geographic Information Systems (GIS) software and interpret aerial and satellite photographs and topographic maps.3. Establish and maintain cooperative relations with those contacted in the course of the work.4. Plan and make land and water use surveys.5. Prepare correspondence and reports.6. Map, classify, and digitize soils, urban, agricultural, and environmental land uses, and other natural resources.7. Assist in the collection of data and preparation of reports on field surveys of land and water use and conservation practices.8. Estimate the water requirements for various agricultural, urban, and environmental uses.9. Act in a supervisory role.10. Plan and implement investigations and studies to collect and analyze land and water use and efficiency and related data, reach sound conclusions, and make recommendations.11. Apply or modify scientific methods or principles.12. Analyze situations and recommend appropriate actions.13. Direct the work of others.14. Prepare clear, complete, technical, and scientific reports.15. Communicate effectively and make oral presentations.16. Participate in the development of proposed statewide policies or programs involving land and water use and efficiency and other related issues.17. Review and assess the impacts of proposed legislation involving land and water sue and efficiency and other related programs.18. Evaluate reference evapotranspiration estimates and forecasts, crop and landscape evapotranspiration rates, applied water, and water use.19. Estimate volumes of water available for transfers.20. Analyze water volume conserved from changes in land use, irrigation, or farming practices.21. Compute detailed supply and demand water balances according to hydrologic basin, geographic, or political boundary.22. Determine the effectiveness of current and proposed water use efficiency programs and technologies, and associated potential water savings.23. Represent the Department at stakeholder meetings on water related organizations, boards, commissions, and technical workgroups.24. Act as an expert witness in court or at legislative or quasi-judicial hearings.25. Supervise personnel in the land and water use scientist classes and other closely related classifications.26. Plan, organize, and manage major land and water use, water use efficiency, and statewide planning programs.27. Effectively contribute to the Department's Equal Employment Opportunity program.28. Managing programs including budgeting, time management, and managing of multidisciplinary staff.		
CAREER CREDITS/ VETERANCE PREFERENCE	Career Credits will be granted in this examination. Veterans Preference will not be granted in this examination, as it does not qualify as an entrance examination under the law.		
GENERAL INFORMATION			
<p>The Department of Water Resources reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.</p> <p>For any examination without a written feature it is the candidate's responsibility to contact the Selection Services Section of the Department of Water Resources, (916) 653-4838 three weeks after the final filing date if he/she has not received a progress notice.</p> <p>Applications are available at Department of Water Resources' offices, local office of the Employment Development Department, the State Personnel Board, and the SPB web site: www.spb.ca.gov.</p> <p>If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the requirements for admittance to the examination does not assure a place on the eligible list. Your performance in the examination described on this bulletin is compared to established rating criteria. All candidates who pass will be ranked according to their scores and placed on the eligible list.</p> <p>General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.</p> <p>Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.</p> <p>If a candidate's notice of oral interview fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.</p> <p>Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate lists in order of final test scores (except as modified by veterans preference credits) regardless of the date of the test, and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.</p> <p>Devices for Communications Impairment TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device. TDD: (916) 653-1804; California Relay Service: 1-800-735-2929 (TDD); 1-800-735-2922 (Voice)</p> <p>For information regarding this examination, please contact Brandon Littlejohn at (916) 653-7109.</p> <p>O/NP (Rev. 5/11)</p>			
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